

## Environmental Policy

### Statement

Pabulum recognises the importance of environmental protection and is committed to operating responsibly and in fulfilment of our compliance obligations.

### Objective

It is our objective to carry out all measures reasonably practicable to meet requirements to protect the environment and to continually improve our Environmental Management System.

We will enhance our environmental performance through the implementation of the following:

1. Assess and regularly re-assess the environmental effects of our activities.
2. Train employees in environmental issues applicable to their work activity.
3. Minimise the production of waste as far as is practicable.
4. Minimise energy wastage.
5. Promote the use of recyclable and renewable materials.
6. Prevent pollution in all its forms.
7. Minimise the risk to the public and employees from operations and activities undertaken by Pabulum.

We demonstrate leadership and commitment concerning our Environmental Management System by:

1. Taking accountability for the effectiveness of our Environmental Management System.
2. Ensuring that the Environmental Policy and Environmental Objectives are established and are compatible with the strategic direction and the context of Pabulum.
3. The integration of the Environmental Management System requirements into our business processes.
4. Ensuring that the resources needed for the Environmental Management System are available.
5. Communicating the importance of effective environmental management and of conforming to the Environmental Management System requirements.
6. Ensuring that the Environmental Management System achieves its intended outcomes.
7. Directing and supporting persons to contribute to the effectiveness of the Environmental Management System.
8. Promoting continual improvement.

### Environmental Management

Our Environmental Management System has achieved ISO: 14001:2015 accreditation and as such is implemented across all areas of the business from procurement through to service delivery. This policy will be communicated to all Units and will be available on Pabulum's intranet.

**Nelson Williams**  
**Managing Director**

*(This policy will be reviewed in June 2022)*

